20 February 1969

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting on CT Recruitment/Selection
        -- 17 February 1969

1. Present were Messrs. [   ] OP;   25X1

25X1   [   ] O-DD/S.

2. The meeting was chaired by Mr. [   ] in response to a DD/S   25X1
request in a memorandum for the Director of Training, subject, Attrition
Among Support CT's (DD/S 69-0036), and in substance covered these main
points:

    a) The origins of the Support Career Training Program were
reviewed. The pros and cons of generalists vs. specialists were
discussed with some evidence developed in support of the contention
that it has been more difficult to select against specialist requirements
than against generalist requirements -- a distinction which incidentally
applies only to Support CT's.

    b) The CTP will supply approximately 22 Support CT's in FY 1969
against a requirement of 30 -- 11 CT's were delivered in July 1968, 7
CT's in November 1968 and 4 CT's are anticipated for delivery in March
of 1969. The Support Services face no problems with the FY 1969 CT
shortfall because of BALPA and the numbers of returnee generalist CT's
who must be placed in a functional Support Career Service.

    c) In the broader CT picture, while there has been approximately
a 15% dropoff in the number of files developed by recruitment, there
has been a 30% dropoff in requirements. There were only 29 CT's in
the November 1968 class against a goal of 40. It is anticipated that
there will be approximately 30 CT's in the March class against a goal
of 40. Support CT's account for approximately half of this shortfall.
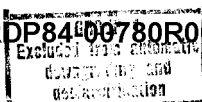
      d) It is difficult to validate CT requirements per se except only as a part of overall professional requirements. Further, because of recruitment and training lead time, validation of CT requirements may be pretty much an academic exercise, since CT's on board or in process are committed and must be absorbed despite the fact that during the course of a given fiscal year requirements (against which these same CT's were recruited and programmed) may be reduced.

25X1

      3. Mr. [____] expressed the opinion that it would be helpful, and the group agreed, if specific career development plans were developed for each Support CT assigned to their functional Support Office (this is SOP with DD/I and DD/P assignments). Similarly, he felt it would be helpful for each of the Support Services concerned with CT's to brief the CT Program officers on career paths in their Support Career Service. Both of these problems will

25X1 be addressed directly by Mr. [____] and his staff with the Support Office's concerned.

      4. The meeting concluded with agreement that Mr. [____] will draft   **25X1**
some recommendations to more efficiently implement the Support CT Program and present them to the group on March 5th at 1:30. In addition Mr. [____]   **25X1**
will draft a basic philosophical treatise on what he believes should be the purposes and objectives of the Agency CT Program.

                                               25X1

[____]

Support Operations Staff/DDS

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Remarks:

cc. sent to all participants

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